

## APPENDIX 2 - FY 1999 Goals and Results

Of the 48 Performance Goals incorporated in DOL's FY 1999 Annual Performance Plan, the Department exceeded or fully achieved 35 (73 percent) of these goals.

### Strategic Goal 1 - A Prepared Workforce

Goal #	Agency	Performance Goal	Goal Achieved?	Measurement Time Frame
<b>Outcome Goal 1.1 - Increase Employment, Earnings, and Assistance</b>				
1.1A	ETA	56% of Welfare-to-Work program terminees will be placed in unsubsidized employment	Yes	FY 1999
1.1B	ETA	64% of Job Training Partnership Act (JTPA) adult disadvantaged terminees will be employed one quarter after program exit with average weekly earnings of \$292	Yes	PY 1998
1.1C <sup>1</sup>	VETS	Assist 300,000 veterans to find jobs: 10,000 will be service-connected disabled veterans and 1,850 will be veterans who are homeless	No	FY 1999
<b>Outcome Goal 1.2 - Assist Youth in Making the Transition to Work</b>				
1.2A	ETA	77% of JTPA Title II-C youth terminees will be employed or obtain advanced education or job skills	Yes	PY 1998
1.2B	ETA	75% of Job Corps trainees will get jobs or pursue further education, with those obtaining jobs having an average starting wage of \$6.50 per hour	Yes	PY 1998
1.2C	ETA	Engage 1.5 million youth in School-to-Work activities	No	PY 1997
1.2D	ETA	During the initial year of program operations, 25,000 out-of-school youth will be served in Youth Opportunity Areas	No	FY 1998
<b>Outcome Goal 1.3 - Provide Information and Tools About Work</b>				
1.3A	ETA	Increase the percentage of job seekers registered with the employment service who enter employment by 1%	No	PY 1998
1.3B	ETA	Increase the number of operational One-Stop Career Centers to 1,000 (40% of local Employment Service and JTPA Service Delivery Area offices)	Yes	FY 1999
1.3C	ETA	Increase by 20% the total number of job openings listed with the public employment service, including both those listed with State Employment Security Agencies and those listed directly with America's Job Bank via the Internet	No	PY 1998

Goal #	Agency	Performance Goal	Goal Achieved?	Measurement Time Frame
<b>Outcome Goal 1.4 - Provide Information and Analysis on the U.S. Economy</b>				
1.4A	BLS	Produce and disseminate timely, accurate, and relevant economic information	No	FY 1999
1.4B	BLS	Improve the accuracy, efficiency, and relevancy of economic measures	Yes	FY 1999

## Strategic Goal 2 - A Secure Workforce

Goal #	Agency	Performance Goal	Goal Achieved?	Measurement Time Frame
<b>Outcome Goal 2.1 - Increase Compliance with Worker Protection Laws</b>				
2.1A <sup>2</sup>	ESA	Increase compliance with labor standards laws and regulations by 5% in the San Francisco and New York City garment industries; in the agricultural industry - establish baselines for the commodities of onions, lettuce and cucumbers; and establish baselines for residential health care (assisted living facilities)	No	FY 1999
2.1B <sup>3</sup>	ESA	To increase compliance among employers, which were previous violators, and the subject of repeat investigations, establish baselines in San Francisco and New York City garment industries; in the agricultural commodities of lettuce, cucumbers and onions; and in the residential health care industry (assisted living facilities)	Yes	FY 1999
2.1C <sup>4</sup>	PWBA	Increase by 2.5% both the number of closed investigations of employee pension and health benefit plans where assets are restored and prohibited transactions are corrected	Yes	FY 1999
2.1E <sup>5,6</sup>	ESA	85% of unions with annual receipts greater than \$200,000 timely file union annual financial reports for public disclosure access	Yes	FY 1999

Goal #	Agency	Performance Goal	Goal Achieved?	Measurement Time Frame
<b>Outcome Goal 2.2 - Protect Worker Benefits</b>				
2.2A	ETA	Meet or exceed the Secretary's Standards for promptness in paying worker claims for Unemployment Insurance and deciding appeals	Yes	FY 1999
2.2B	ETA	The Average Weekly Benefit Amount will be \$199 by the end of FY 1999	Yes	FY 1999
2.2C <sup>7</sup>	PWBA	Increase by 1% the number of workers who are covered by a pension plan sponsored by their employer, particularly women, minorities, and workers in small businesses	Yes	CY 1999
2.2D	PWBA	Promulgate final health benefit and regulatory guidance, including technical advice, implementing the Health Insurance Portability and Accountability Act of 1996, the Newborns' and Mothers' Health Protection Act of 1996, and the Mental Health Parity Act of 1996	Yes	FY 1999
2.2E	ESA	Return Federal employees to work following an injury as early as appropriate, as indicated by a 6% reduction from the baseline in production days lost due to disability for cases in the Quality Case Management program	Yes	FY 1999
2.2F <sup>8</sup>	ESA	Produce \$19 million in first-year savings through Periodic Roll Management	Yes	FY 1999
2.2G <sup>9</sup>	ESA	Save 19% annually versus amounts billed for Federal Employees' Compensation Act medical services	Yes	FY 1999
2.2H <sup>10</sup>	ESA	Implement new data collection form and automated printing and mailing process and test whether automation can increase the accuracy and timeliness of the survey process and wage determinations	Yes	FY 1999
<b>Outcome Goal 2.3 - Provide Worker Retraining</b>				
2.3A	ETA	Under JTPA Title III for dislocated workers, 74% of program terminees will be employed at an average wage replacement rate of 93% at termination (compared to their wage at dislocation); 76% will be employed one quarter after program exit at an average wage replacement rate of 97%	Yes	PY 1998
2.3B	ETA	72% of terminees from the Trade Adjustment Assistance and North American Free Trade Agreement - Transitional Adjustment Assistance programs to be reemployed	Yes	FY 1999

### Strategic Goal 3 - Quality Workplaces

Goal #	Agency	Performance Goal	Goal Achieved?	Measurement Time Frame
<b>Outcome Goal 3.1 - Reduce Workplace Injuries, Illnesses and Fatalities</b>				
3.1A	MSHA	Reduce the number of mine fatalities and the non-fatal injury rate to below the average for the previous five years	Yes	FY 1999
3.1B	MSHA	Reduce by 5% the percentage of coal dust and silica dust samples that are out of compliance for coal mines and metal and nonmetal high risk occupations, respectively	Yes	FY 1999
3.1C	OSHA	Reduce three of the most prevalent workplace injuries and causes of illnesses by 3% in selected industries and occupations	Yes	FY 1999 CY 1995-1997 (average)
3.1D	OSHA	Reduce injuries and illnesses by 3% in five industries characterized by high-hazard workplaces (shipyards, food processing, nursing homes, construction, and logging)	Yes	CY 1996-1998 (average)
3.1E	OSHA	Reduce injuries and illnesses by 20% in at least 25,000 workplaces where the Agency initiates an intervention	Yes	FY 1999
3.1F	OSHA	Decrease fatalities in the construction industry by 3%, by focusing on the four leading causes of fatalities (falls, struck-by, crushed-by, and electrocutions and electrical injuries)	No	CY 1996-1998 (average)
<b>Outcome Goal 3.2 - Foster Equal Opportunity Workplaces</b>				
3.2A	ESA	Increase by 5% over the FY1998 baseline, the number of Federal contractors brought into compliance with the Equal Employment Opportunity provisions of Federal contracts via ESA's compliance evaluation procedures	No	FY 1999
3.2B <sup>11</sup>	OASAM	Issue final regulations implementing the nondiscrimination provisions of Section 188 of the Workforce Investment Act by August 7, 1999	No	FY 1999

Goal #	Agency	Performance Goal	Goal Achieved?	Measurement Time Frame
<b>Outcome Goal 3.3 - Support a Greater Balance between Work and Family</b>				
3.3A	ETA	By replicating the West Virginia and other successful child care models, increase the number of States with child care apprenticeship programs to 29 and increase the number of child care apprentices by 10% (to at least 2,114)	Yes	FY 1999
3.3B <sup>12</sup>	WB	Increase by 420 the number of new employers who implement family-friendly policies and programs for their employees	No	FY 1999
<b>Outcome Goal 3.4 - Reduce Exploitation of Child Labor and Address Core International Labor Standards Issues</b>				
3.4A	ILAB	Increase by 33% the number of countries signing a Memorandum of Understanding with the International Labor Organization's (ILO) International Program on the Elimination of Child Labor (IPEC)	No	FY 1999
3.4B	ILAB	Increase by 100% the number of IPEC child labor elimination projects funded by ILAB	Yes	FY 1999
3.4C	ILAB	Increase implementation of core labor standards in five countries	Yes	FY 1999
3.4D	ILAB	Advance frameworks for core labor standards in One Regional Economic Integration Initiative	Yes	FY 1999

### Departmental Management Goals

Goal #	Agency	Performance Goal	Goal Achieved?	Measurement Time Frame
<b>Outcome Goal M.1 - Improve Mission Performance and Communication Through Development of Information Systems Which are Secure, Compatible, and Cost-Effective</b>				
M.1A	OASAM	100% of mission critical systems will process Year 2000 dates correctly	Yes	FY 1999
M.1B	OASAM	Improve dissemination of DOL regulations, guidelines, and assistance materials, and collection of public comments through an electronic forum	Yes	FY 1999
M.1C <sup>13</sup>	OASAM	Complete first phase of the project to implement an integrated payroll and personnel system by the end of FY 2001. The initial milestone is to replace the DOL legacy system, PERMIS, with the new People Power application	Yes	FY 1999

Goal #	Agency	Performance Goal	Goal Achieved?	Measurement Time Frame
<b>Outcome Goal M.2 - Maintain the Integrity and Stewardship of the Department's Financial Resources</b>				
M.2A	OCFO	DOL financial systems and procedures either meet the "substantial compliance" standard as prescribed in the Federal Financial Management Improvement Act or corrective actions are scheduled to promptly correct material weaknesses identified	Yes	FY 1999
<b>Outcome Goal M.3 - Establish DOL as a Model Workplace</b>				
M.3A	OASAM	Increase by 10% the number of employees utilizing continuous learning/development and career management programs and services	Yes	FY 1999
M.3B	OASAM	Increase participation in "employee-friendly" programs by 10%	Yes	FY 1999
M.3C <sup>14</sup>	OASAM	Complete a review of one of the ten major DOL agencies to verify that all DOL agencies have procedures in place to meet the requirements of applicable civil rights laws	Yes	FY 1999
M.3D	OASAM	Increase the number of employees returning to work, thereby reducing charge back compensation costs by 3%	No	FY 1999

1. Goal 1.1D, "*Develop and implement a national Veterans' Employment initiative that will help approximately 25,000 unemployed older veterans into jobs annually for five years,*" was eliminated since funding for the Veterans' Employment initiative was not provided in the FY 1999 budget.

2. This goal was revised from "*Increase compliance with labor standards laws and regulations by 5% in the San Francisco and New York City garment industries and poultry processing*" subsequent to the submission of the FY 1999 Annual Performance Plan to Congress.

3. This goal was revised from "*Increase compliance with labor standards laws and regulations by at least 5% over the baseline for employers subject to repeat investigations in targeted health care, garment, and agricultural commodities*" subsequent to the submission of the FY 1999 Annual Performance Plan to Congress.

4. Goal 2.1D, "*Ensure that no more than 3% of the 1999 plan year employee benefit plan 5500 filings and 12% of related audits are deficient,*" was eliminated since the performance data was not available during FY 1999. PWBA has implemented a new Form 5500 and is currently implementing the ERISA Filing and Acceptance System (EFAST), which will provide the performance data. As a result, the goal will be reinstated in FY 2002 with a new baseline.

5. This goal was revised from "*Increase by 6% (to 85%) the number of unions with over \$200,000 in annual receipts which timely comply with union financial reporting requirements*" subsequent to the submission of the FY 1999 Annual Performance Plan to Congress.

6. Goal 2.1F, "*Reduce by 50% the incidence of union officer election complaints concerning unions whose previous elections were investigated by the agency,*" was eliminated because the indicator is ambiguous. The result of receiving fewer complaints concerning union officer elections, while possibly an

indication that more union officer elections are being conducted democratically in accordance with LMRDA standards, could also be an indication that union members are not exercising their right to file union officer election complaints under the LMRDA.

7. This goal was revised from “*Increase by 20% the number of targeted educational materials distributed which promote pensions for women, minorities, and small businesses*” subsequent to the submission of the FY 1999 Annual Performance Plan to Congress.

8. This goal was revised from “*Produce \$5.7 million in savings by expanding the Periodic Roll Management project that reviews the continued eligibility of long-term cases*” subsequent to the submission of the FY 1999 Annual Performance Plan to Congress.

9. This goal was revised from “*In the FECA Program, save 5% versus amounts billed for pharmacy and inpatient hospital services and 3% versus amounts billed for physician and other professional medical services through review of bills prior to payment to identify over-utilization of services or improper use of coding by medical providers*” subsequent to the submission of the FY 1999 Annual Performance Plan to Congress.

10. This goal was revised from “*Complete significant intermediate steps in long-term reengineering of the Davis-Bacon Act wage determination and survey processes to improve the accuracy and timeliness of wage determinations*” subsequent to the submission of the FY 1999 Annual Performance Plan to Congress.

11. This goal was revised from “*Reduce by 2% over the FY 1998 baseline the number of discrimination complaints filed by Federal grant recipients and the disabled in State and local governments*” subsequent to the submission of the FY 1999 Annual Performance Plan to Congress.

12. This goal was revised from “*One hundred employers will voluntarily pledge to implement or expand policies to help women balance their work and family needs*” subsequent to the submission of the FY 1999 Annual Performance Plan to Congress.

13. This goal was revised from “*Implement an integrated payroll and personnel system prior to FY 2000*” subsequent to the submission of the FY 1999 Annual Performance Plan to Congress.

14. This goal was revised from “*Increase by 2% the resolution rate of informal equal opportunity complaints*” subsequent to the submission of the FY 1999 Annual Performance Plan to Congress.